
**5-8. QUALIFICATIONS FOR
ASSIGNMENT****a. Qualifications standard.**

(1) Selective placement factors must be established in writing prior to the effective date of a reduction in force if they are to be used in determining qualifications for assignment. The selective placement factors may be contained in job analysis documentation, merit promotion files, job elements, position descriptions, or other formal documents. The factors must be available for review and maintained as specified in FPM Chapter 351, section 3-11.